Central Intelligence Agency

Washington. D.C. 20505

OS 89-3088

3 OCT 1989

MEMORANDUM FOR: Maynard C. Anderson
                 Assistant Deputy Under Secretary of Defense
                 (Counterintelligence and Security)

SUBJECT: Research Requirements

REFERENCE: Your memo, dated 10 August 1989; Same
                  Subject

1.   The Central Intelligence Agency's Office of Security
has an active personnel security research program which was
established by the Director of Security in 1985.   The basic
research agenda has been drawn from the Stillwell Commission
report.   We maintain active liaison with the Personnel Security
Research and Education Center (PERSEREC) in cooperation with
their government-wide studies, and also conduct personnel
security research in areas of unique interest to CIA.   Pursuant
to referenced memorandum, attached is our research
recommendations for PERSEREC.

2.   You will note that some of our recommendations urge
that other agencies conduct similar studies to our own using
data from their own personnel security directorates while other
recommendations propose new research which can be directed by
PERSEREC or conducted by individual agencies.   We believe that
our proposed research recommendations are sufficiently broad to
allow flexibility among government agencies.

3.   As is the case with our own research agenda, each
implemented recommendation contained herein will allow us to
minimize our chances of hiring or clearing personnel whose
backgrounds or proclivities make them risks from a security as
well as suitability standpoint; better manage those personnel
who develop problems after access is granted; and redirect, if
necessary, our limited personnel and funding resources to those
areas of behavior which are proven to be valid concerns.

DD/A REGISTRY

FILE: SEC-24-AR

* LIA-5-AR

SUBJECT: Letter to Maynard Anderson

    4.   We see a strong need for policy at the national level to ensure a consistency in awareness and appreciation of personnel security issues within and across the federal government. The defense contractor community is seen as somewhat splintered, very independent and an entity over which we have the least control. A uniform program at the national level aimed at contractors is needed for counterintelligence awareness.

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    5.   Please address any questions to

Deputy Director for Personnel Security on

Director of Security

Attachment

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OS/PS/R&AS :ens(2 Oct 89)

Distribution:
    Orig - Adse
       1 - ER
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RECOMMENDED NATIONAL RESEARCH TOPICS

o Conduct studies of incidence rates of recidivism with concentration on lifestyle areas such as criminal activity, financial problems, use of illegal drugs and aberrant sexual behavior. Results will allow us to redirect our attention to those areas where high recidivism rates have been proven to be a valid concern.

o Conduct historical research for a correlation of common factors in known cases of trust violation. As most studies to date have revisited a relatively small number of well-known espionage cases, research should concentrate on the lesser known and therefore larger group of individuals who, from a suitability or security standpoint, have been identified as requiring special handling by individual agencies. The purpose is to identify common denominators between these cases. Results should be applied to the development of hiring and screening programs to minimize the chances of hiring or clearing personnel whose backgrounds or proclivities make them risks from a security as well as suitability standpoint. It will also allow realignment of screening programs by identifying which behaviors do not seem to be predictors of future misdeeds. In addition to lifestyle areas such as use of drug or alcohol use, criminal activity, aberrant sexual behavior and general dishonesty, special emphasis should be placed in the following areas: dual loyalty, multiple security violations, disgruntlement, failure to comply with reporting requirements, extensive foreign contacts and/or travel, residence overseas for extended periods, marriage to foreign nationals, birth abroad of non-US parents, or long history of interest in soviet or bloc philosophy and culture.

o Conduct position vulnerability studies to be used in conjunction with behavioral vulnerability research to determine the emphasis of continuing evaluation programs. Research in this area will also allow us to redirect, if necessary, our efforts to identify and help personnel who develop problems once cleared in a nonpunitive manner before they become security liabilities.

o   Identify the ideal factors which continuing evaluation
programs should encompass across the government as well as
within the contractor community to ensure a unified and defined
policy of identifying vulnerable personnel. It is mandatory
that the contractor community--now somewhat splintered and very
independent--be required to comply with a uniform program
established for counterintelligence awareness.

o   Identify alternative screening methods to complement
existing procedures and ensure that screening programs continue
at some level should our ability or right to conduct
investigations and/or use the polygraph be legislatively
removed or limited.

o   Study management precepts and provide guidance as to
which techniques will enable agencies to better engage
management in its security role and identify to what degree
known security failures have been a breakdown in management or
communication.

o   Study organizational concepts as they apply to the
placement of research staffs within agencies as well as their
staffing, funding and agenda.

REFERENCE

ROUTING AND TRANSMITTAL SLIP

22 August 1989

TO: (Name, office symbol, room number, building, Agency/Post)	Initials	Date
DD/PS		
1. Director of Security	♂	8/24
2. C/R + AS		8/25
3.		
4.		
5.		

Action		File		Note and Return
Approval		For Clearance		Per Conversation
As Requested		For Correction		Prepare Reply
Circulate		For Your Information		See Me
Comment		Investigate		Signature
Coordination		Justify		

REMARKS

#1. For action

Please response directly to Defense Personnel
Security Research and Education Center.
Provide drop copy to ER and DDA.

SUSPENSE: 1 October 1989

to #2 for response
over D/S Signature.

...rm as a RECORD of approvals, concurrences, disposals,
clearances, and similar actions

ymbol, Agency/Post)	Room No.—Bldg.
EXA/DDA	Phone No.

5041-102

STAT

EXECUTIVE SECRETARIAT
ROUTING SLIP

TO:		ACTION	INFO	DATE	INITIAL
1	DCI				
2	DDCI				
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5	DDI				
6	DDA	X			
7	DDO				
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9	Chm/NIC				
10	GC				
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12	Compt				
13	D/OCA				
14	D/PAO				
15	D/PERS				
16	D/Ex Staff				
17	D/Security		X		
18					
19					
20					
21					
22					

SUSPENSE _____
Date

Remarks   Please respond directly to Defense
Personnel Security Research and Education
Center, info Exec Sec'y.

ER 89-3292

Executive Secretary
17 Aug '89
Date

3637 (10-81)

ER 89-3292

OFFICE OF THE UNDER SECRETARY OF DEFENSE

WASHINGTON, D. C. 20301-2000

OS REGISTRY
1-6-Reg-Cr
23 AUG 1989

DDA/REG
LOGGED

10 AUG 1989

POLICY

MEMORANDUM FOR DISTRIBUTION LIST

SUBJECT: Research Requirements

1. The PERSEREC was established in 1986 to provide the Department of Defense (DoD) with a research, analytical and educational capability in the area of personnel security. Its mission also includes conducting research studies and analyses for DoD Components and serving as the responsible agent within the DoD for interagency personnel security research projects. The PERSEREC has evolved into a personnel security asset for the DoD and other agencies concerned with personnel security.

2. Under DoD Directive 5210.79, this office is responsible for providing policy and program guidance for the PERSEREC. One of my specific responsibilities is the identification and prioritization of personnel security research requirements. This memorandum requests your participation in the development of the PERSEREC research agenda for FY'90 and beyond.

3. The PERSEREC conducts research in three major areas:

    a. Clearance Processes (prescreening, investigations, adjudication);

    b. Continuing Evaluation Processes (automated credit checks, position vulnerability assessment, security education);

    c. Security Policies and Programs (espionage database, legal and privacy issues, industrial security programs).

4. Enclosure (1) was developed to provide you with guidance in generating your research requirements. The completed research requirement worksheets will assist us in supporting your research needs.

5. We would appreciate your response by 1 October 1989. Any questions concerning completion of the worksheets should be addressed to Dr. Martin F. Wiskoff, Defense Personnel Security Research and Education Center, 99 Pacific Street, Bldg. 455-E, Monterey, CA 93940; Autovon 878-2448, Commercial (408) 373-3073.

Maynard C. Anderson
Assistant Deputy Under Secretary of Defense
(Counterintelligence and Security)

Enclosures
1. Personnel Security Research Requirement Worksheet

PERSONNEL SECURITY RESEARCH REQUIREMENT WORKSHEET

PROJECT TITLE:
REQUESTING ORGANIZATION: DATE:
POINT OF CONTACT (NAME):   PHONE:

1. Issue/Problem:

    What is the issue or problem that should be researched? The
statement should include the operational need and organizational
requirement. Indicate why the problem requires solution and the
shortcomings of existing methods and procedures. Please
complete a separate worksheet for each issue or problem.

2. Goals and Strategies:

    What is the relationship (if any) of the issue/problem to
U.S. and/or Department of Defense goals and strategies? Provide
specific reference to origin and existing documentation of the
goal/strategy.

3. Desired Organizational Capability:

    What is the increased or improved organizational capability
that the results of the research will provide? What operational
impact will this have? Provide either descriptive or
quantitative estimates.

4. Research Product(s):

    What would be the desired research product(s), e.g.,
evaluation of existing procedures, new operational guidelines,
report documentation with recommendations, new forms or test
instruments, etc.? When is the product(s) needed?

5. Product Implementation:

    Which organization would be responsible for product
implementation? Are resources available to implement the
product? Is it likely that PERSEREC would be involved in
implementation? In your opinion what is the probability of a
successful product being implemented?

6 Cost Implications:

    Are there any significant cost avoidances or cost savings by
solving the problem?

7. Potential Impact:

Does the problem currently impact on other segments of the personnel security community? What other organizations might be affected by its solution? Are there other implications of researching and achieving a solution to the problem?

8. General:

Is there any other way in which the proposed effort will help you?

DISTRIBUTION:

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